



MYERS-BRIGGS TYPE INDICATOR® | STEP I™ INTERPRETIVE REPORT

Prepared for
EDWARD SAMPLE

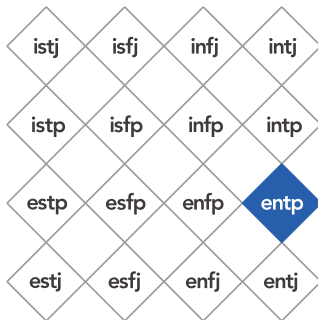
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About Your Report

Your Myers-Briggs® Interpretive Report is designed to help you understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment. This assessment identifies which of 16 different personality types best describes you.

Your reported Myers-Briggs personality type
ENTP

Your preferences
Extraversion | Intuition | Thinking | Perceiving

The MBTI assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, who spent years observing people. They created the assessment based on the personality type theory proposed by psychologist Carl Jung. Their goal was to help people understand how natural, healthy differences in the way people take in information and come to conclusions lead so clearly to the different ways people act and react, make life choices, relate to others, and make sense of the world. These insights help explain why different people are interested in different things, prefer various kinds of work, and sometimes find it hard to understand each other. The MBTI assessment is now used by organizations and individuals around the world to improve their interactions and to promote effectiveness in their work and personal lives.

- Organizations use it to improve communication, teamwork, and leadership.
- Those entering the work world use it to choose careers likely to match their interests and strengths; those seeking a change use it to target new career directions.
- Educators and students use it to make learning more interesting and compatible with individual learning and teaching styles.
- People in relationships of all kinds use it to better understand one another, improve communication, and reduce conflict, resulting in more positive and productive interactions.

Isabel Briggs Myers created descriptions of the 16 personality types, including the description presented for you in this report. Your type description will help you see your type's distinctive characteristics and how your type differs from others. The insights gained will help you better understand and appreciate the basic differences between people and more successfully manage the impact of those differences.



Your Myers-Briggs Personality Type: ENTP

The questions on the MBTI assessment are designed so that when you respond to a question, you show which preference in one of the four pairs of opposites you prefer.

EXTRAVERSION		or		INTROVERSION	Opposite ways to direct and receive energy
SENSING		or		INTUITION	Opposite ways to take in information
THINKING		or		FEELING	Opposite ways to decide and come to conclusions
JUDGING		or		PERCEIVING	Opposite ways to approach the outside world

Although each of us can and does use all of the preferences at least some of the time, people typically find one in each pair more comfortable and natural than its opposite. Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use the hand they favor naturally more often and become more adept with it. In the same way, your type preferences are choices between equally valuable and useful qualities. Your ENTP results are described below.

THE WAY YOU DIRECT AND RECEIVE ENERGY

Extraversion
People who prefer Extraversion tend to direct their energy toward the outside world and get energized by interacting with people and taking action.



Introversion
People who prefer Introversion tend to direct their energy toward their inner world and get energized by reflecting on their ideas and experiences.

THE WAY YOU TAKE IN INFORMATION

Sensing
People who prefer Sensing tend to take in information that is real and tangible. They focus mainly on what they perceive using the five senses.



Intuition
People who prefer Intuition tend to take in information by seeing the big picture. They focus mainly on the patterns and interrelationships they perceive.

THE WAY YOU DECIDE AND COME TO CONCLUSIONS

Thinking
People who prefer Thinking typically base their decisions and conclusions on logic, with accuracy and objective truth the primary goals.



Feeling
People who prefer Feeling typically base their decisions and conclusions on personal and social values, with understanding and harmony the primary goals.

THE WAY YOU APPROACH THE OUTSIDE WORLD

Judging
People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.



Perceiving
People who prefer Perceiving typically look for more information before coming to conclusions and take a spontaneous, flexible approach to the world.



Innovating and improvising

Quick, ingenious, stimulating, alert, outspoken

Resourceful in solving new and challenging problems

See patterns and connections not obvious to others

Good at reading other people

Bored by routine, will seldom do the same thing the same way twice, apt to turn to one new interest after another

Your Type Description: ENTP

ENTPs constantly scan their environment for opportunities and possibilities. They see patterns and connections not obvious to others and at times seem able to see into the future. They are adept at generating conceptual possibilities and then analyzing them strategically. ENTPs are good at understanding how systems work and are enterprising and resourceful in maneuvering within them to achieve their ends.

ENTPs are enthusiastic innovators. Their world is full of possibilities, interesting concepts, and exciting challenges. They are stimulated by difficulties, quickly devising creative responses and plunging into activity, trusting their ability to improvise. They enjoy using their ingenuity. ENTPs are likely to be creative, imaginative, clever, theoretical, conceptual, and curious.

ENTPs like to analyze situations and their own ideas and to plan. They admire competence, intelligence, precision, and efficiency. ENTPs are usually analytical, logical, rational, objective, assertive, and questioning. They are enterprising, resourceful, active, and energetic. They respond to challenging problems by creating complex and global solutions. They can do almost anything that captures their interest.

ENTPs are spontaneous and adaptable. They find schedules and standard operating procedures confining and work around them whenever possible. They are remarkably insightful about the attitudes of others, and their enthusiasm and energy can mobilize people to support their vision. Their conversational style is seen by many as challenging and stimulating because they love to debate ideas. They are fluent conversationalists, are mentally quick, and enjoy verbal sparring. At times they may speak with an intensity and abruptness that seem to challenge others. Others usually see ENTPs as independent, autonomous, creative, lively, enthusiastic, energetic, assertive, and outspoken.

Sometimes life circumstances have not supported ENTPs in the development and expression of their Intuition and Thinking preferences. If they have not developed their Intuition, ENTPs may not take in enough relevant information, resulting in "insights" unrelated to current reality. If they have not developed their Thinking, they may not have reliable ways to evaluate their insights and make plans to carry them through. Then they go from enthusiasm to enthusiasm but may actually accomplish little or nothing.

Your Unique Personality Type: ENTP

The two middle letters of your Myers-Briggs personality type show the two mental processes that make your type unique.

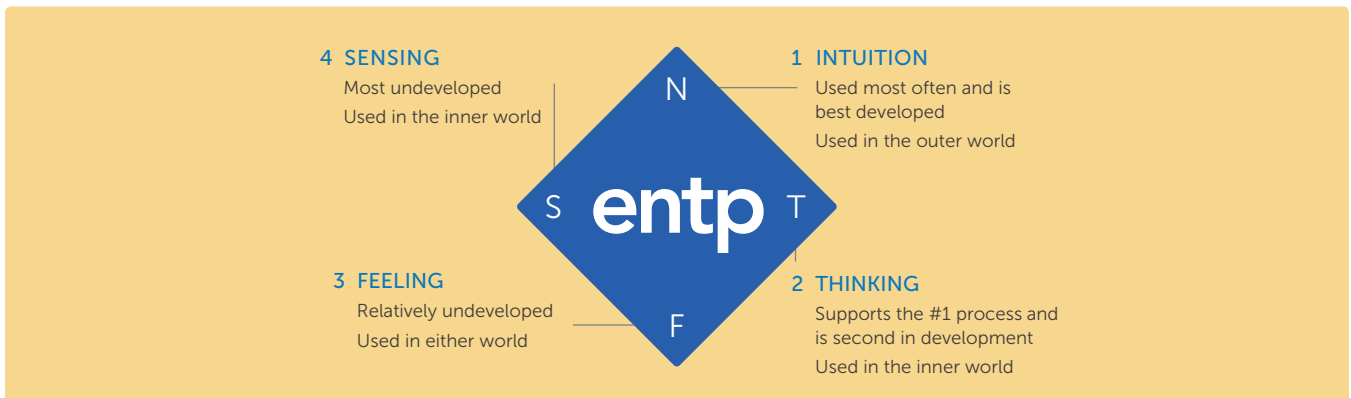
THE MENTAL PROCESSES



Your two middle letters are N (Intuition) and T (Thinking). As an ENTP, you devote most of your energy to Intuition and support your Intuition with Thinking. Feeling (F) is not as appealing for your type and therefore is much less likely to be used. Least preferred and most rarely used of all is Sensing (S). ENTPs tend to develop Intuition and Thinking during the first half of life, and at midlife they begin to find Feeling and Sensing more interesting and easier to use.

The letters of your type also show what others are most likely to notice about you—what you use in the outside world versus what you reserve for your inner world of ideas and impressions. Here’s how that works for ENTP.

You use your favorite process, Intuition, mostly in the outer world of people, things, and activities; this is what people can easily see when they observe you in action. You use your second process, Thinking, mostly in your inner world of thoughts and ideas, where people are unlikely to see it. You tend to use your third and fourth processes, Feeling and Sensing, when a situation requires their use but quickly return to what is most natural and comfortable for you, Intuition and Thinking. Sensing is least appealing for you.

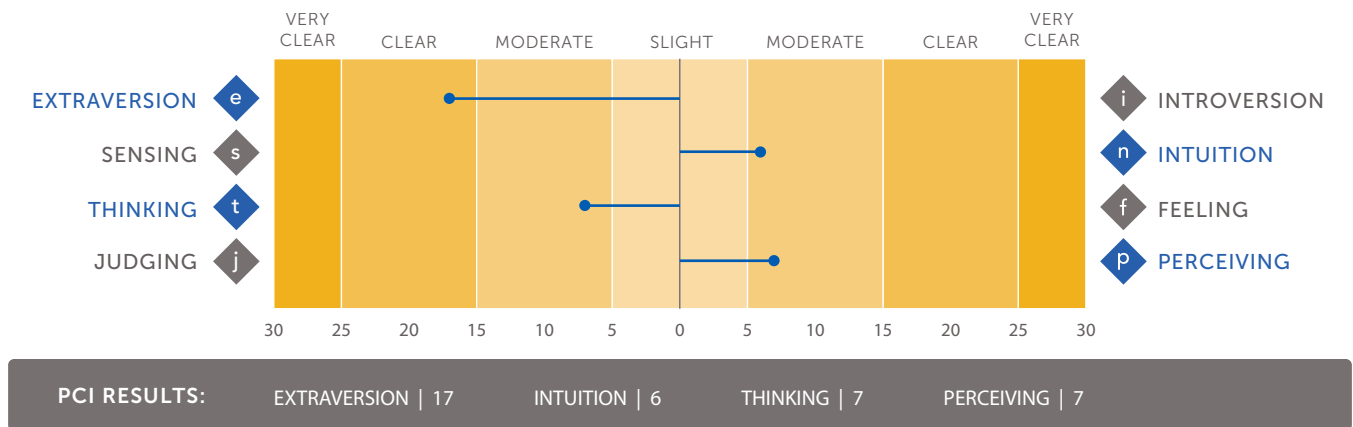


Your type description takes all of the above into account in describing ENTPs in everyday life. Review your description carefully. Does it match up with your self-knowledge? If the description makes you feel comfortably understood, then the Myers-Briggs personality type described for you is likely on target. The description is meant to help you trust and develop the preferences that come most naturally to you, while keeping in mind that, like most people, you use all of the preferences from time to time, depending on what the situation calls for.

Clarity of Your Preferences

Your MBTI responses also provide a picture of how clearly or consistently you chose your preference in each pair of opposites. This *preference clarity index* (pci) is indicated in the graph below. A longer line suggests that you are quite sure about a preference; a shorter line means that you are less sure about whether that preference truly describes you. Your preference clarity does not indicate how well developed your preferences are or how well you use them.

CLARITY OF YOUR PREFERENCES: ENTP



Do your assessment results seem to fit? Many find that their type results capture their personality attributes quite well. Others find that changing one or more of the preferences in their four-letter type yields a type description that fits them better. If in doubt, consider these suggestions.

- Think back to your frame of mind when you took the assessment. Did you answer the questions describing what truly comes most naturally and easily to you? Were your responses perhaps influenced by the situation in which you answered the questions, or by how you felt you should respond? If your responses did not reflect your natural way of being, then the type description presented for you may not entirely match.
- Was it hard to decide between the response options for some of the questions? If so, those choices may have affected your results and created a mismatch. You will find complete descriptions of all 16 Myers-Briggs personality types in the *Introduction to Myers-Briggs® Type* booklet by Isabel Briggs Myers. Review them with your type practitioner, who can assist you in finding the type that fits you best.